

The Positive Impact of PEER Coaching

The following table summarizes research (Joyce & Showers) on increasing the positive impact of peer coaching when coupled with traditional professional development.

| Training Type | Knowledge Mastery | Skill Acquisition | Classroom Application |
|----------------------|--------------------------|--------------------------|------------------------------|
| Theory | 85% | 15% | 5-10% |
| PLUS | | | |
| Practice | 85% | 80% | 10-15% |
| PLUS | | | |
| PEER Coaching | 90% | 90% | 80-90% |

The table shows the impact on classroom application when three methods of professional development are applied. When professional development focuses only on learning the theory of good instructional practice the result is a 5-10% rate of classroom application. The rate of classroom application increases slightly, to 10-15%, when the professional development experience includes opportunity to practice as well as learning about theory. Significant increase in classroom application occurs only when coaching; study teams, and/or peer visits are included with learning about theory and opportunity to practice.